



Global Employment Connections

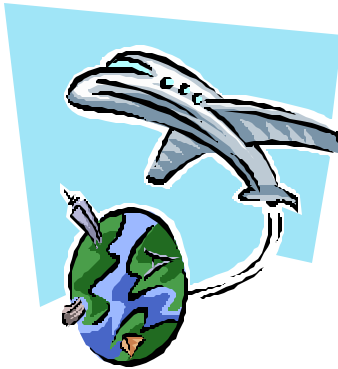
Family Liaison
Office

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"Your Link to Global Workplace Information!"

Careers on the Move . . .

Welcome to Global Employment Connections, a new, quarterly publication with a practical focus on job-hunting in the global workplace. This newsletter will connect you to current information, resources, and job search strategies to help build or maintain a global career in a mobile lifestyle. It will also broaden your perspective on the global workforce as you read about real-life spouses who share their success stories. Experience is a great teacher, and this newsletter will also enable you to benefit from the experiences of other spouses who share employment advice and other lessons learned in the global workplace.



In this issue, you will find resource information on finding employment on the local economy of your host country. We talked to Foreign Service spouses who are Local Employment Advisors in Mexico City and Brussels, who share their proven job strategies to find non-mission employment.

No matter where in the world you are living or whatever your foreign affairs agency, we've got employment news for you!

Let's Get Connected!

How the Majority of People Find Jobs

In May 2000, <http://www.monster.com>, one of the major job search sites in the U.S., conducted an online poll asking the following question: How did you get the job you have now? More than 54,000 people responded:

41%	through networking
17%	through a headhunter
14%	I created it myself
13%	through an in-house Promotion
13%	online

This poll was not random and it was available only to those who were using www.monster.com but the results are quite telling. Even in this electronic age, networking is still the way most people get work!

Advice from a Senior Counselor
FSI Transition Center

Inside this issue:

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- 1 How the Majority of People Find Jobs
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What is . . .

The best employment advice you ever got?

The biggest employment mistake you ever made?

The most interesting overseas job you ever had?

The most valuable lesson you ever learned?

Share your story so others may benefit from what you have learned! See page 4.

Starting a Non-Mission Job Search "The Best Advice I Ever Got!"

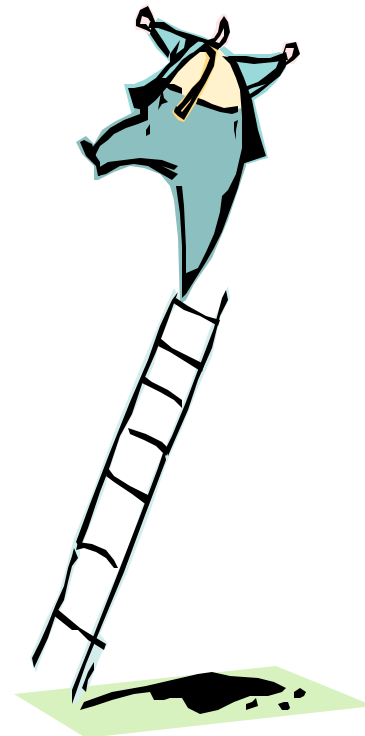
Looking for work outside the U.S. mission?

"Start your job search before you arrive," says a Foreign Service spouse and Local Employment Advisor (LEA) for the Spouse Networking Assistance Program (SNAP)* in Brussels. This LEA, an expert on local employment opportunities, offers eight suggestions to help you begin your search:

1. Contact any alumni, fraternal, professional, or service organizations you may belong to and find out if there is a local branch where you are going.
2. You'll need to know the names of American companies and professional service firms in country before you get there. Make a list. Check their web pages for any job listings.
3. Use meta-search engines, e.g., StepStone or HotJobs, to find out what jobs are being advertised.

Also check out <http://www.state.gov/m/dghr/flo/rsrscs/pubs/4510.htm> for a comprehensive listing of popular international job search sites.

4. Start recasting your CV to match local opportunities.
5. Be sure to have your own business cards.
6. Contact the local American Chamber of Commerce and find out about "non-member" admission to social events. Get your hands on a copy of its annual directory with its membership listing; buy it direct or borrow it from the Commercial or Economic Sections at the mission.
7. Use your child's school activities and events as a networking opportunity. (e.g., booster clubs, PTA, sports teams, school fundraisers, etc.)
8. Get a hobby to help carry you through the dry spells of a search!



Use these suggestions to help jump-start your job search!

****SNAP refers to the Spouse Networking Assistance Program, a pilot program in nine countries to help spouses find employment outside of the U.S. Mission in those countries. SNAP is not a headhunting service, but a support service, as the name implies, that provides networking assistance to help spouses find jobs.***

SNAP Local Employment Advisors meet with spouses to assess individual skills and career goals, then network to connect spouses to interviews with local firms. Advisors also provide help in resume writing, interviewing, and cross-cultural training as it relates to the workplace.

SNAP is currently in Mexico City, Ottawa, London, Brussels, Warsaw, Cairo, Seoul, Singapore, and Tokyo and hopes to expand to more posts in 2003. For more information, go to <http://state.gov/m/dghr/flo/9888.htm>

Proven Job Strategies to Find Non-Mission Employment

Editor's Note:

Before starting a local job search, contact the Family Liaison Office for guidance on U.S. government regulations and requirements and to find out if a bilateral work agreement or de facto arrangement exists in your country. In addition, check with your Regional Security Officer to see if security issues may prevent you from working on the local economy.



So, you've decided you want to utilize your special skills or training on the local economy. Where do you start? A Foreign Service spouse and the SNAP Local Employment Advisor in Mexico City offers this advice: The first question to ask yourself is,

Before answering, learn about the culture, the local salaries, and the city itself. Employment on the local economy is not for everybody and a well-informed decision alleviates unnecessary stress or frustration. There are a number of resources, such as web sites and printed materials, to help you learn more about what you will encounter in local business culture and salaries when working overseas. (See web resources on this page).

If you decide that working outside of the mission is for you, then here are some additional suggestions to get your job search going. Remember, the majority of people find jobs through networking, so whatever you can do to develop contacts will work in your favor and increase the odds of landing a job.

Contact the CLO:

Before going to post, contact the CLO office (if there is one at your post) to find out what employment options exist outside the embassy or consulate. The Community Liaison Office Coordinator can give you preliminary information on the local employment scene in your new country and may even be able to

give you names of people to contact before you arrive. You should also check the FLO web site at <http://www.state.gov/m/dghr/flo> for resource information and contact a member of the employment staff for more information about employment opportunities at your new post.

Meet people at post who already know the local community:

One of your best strategies is to talk to other family members who have found jobs outside the mission. If they are not available, meet other Americans that are working locally and ask about their best and worse experiences in the local business environment. This can be a great networking tool to break the ice.

Once at post, talk to employees, locals, and other spouses. Benefit from their experiences. For example, if there are other spouses working locally, ask where they work and how

Nadja's favorite web resources for researching local employment information:

<http://www.goingglobal.com>

<http://www.overseasjobs.com>

<http://www.salary.com>

they got their jobs. See if you can get names and contacts from people who have been at post longer than you and who already know the city well.

Visit the Foreign Commercial Service office:

If there is a Foreign Commercial Service office at post, check with that office to find the names of American companies in your new country. Also, ask if anyone at FCS knows key people in these companies and see if you can get more contacts that way.

Meet American business people:

Go to functions at post where you can meet American business people working locally. Receptions can be a good opportunity to network. Alumni networks from American universities also exist in some countries and are a good way to meet Americans who are already working in country.

Meet other expats:

Attend meetings of expatriate organizations, meet people, and network there. This may include international womens' clubs, Hash House Harriers, professional associations, or other expat groups in country.

Find out about USAID contractors:

If USAID is at post, see if it is possible to get the names of NGOs (non-government organizations) or other contractors in your country who receive USAID funding. There may be employment opportunities with these organizations. Check with FLO for NGOs at your post.

Check with the Public Affairs section:

In some cases, the Public Affairs section of the mission may have funding available for special projects. Normally, jobs found this way are contract positions with no benefits. However, this type of job can still be a good bet, as it allows a person to have interesting work, keep skills active, and come away with solid work experience for a resume. To find out if opportunities are available, you will want to check with the Public Affairs section at your post.



***Do you have questions,
comments, or ideas?
Share your story and we'll share it
with other spouses!***

***E-mail
Global Employment Connections
Editor, at
FLOAskEmployment@state.gov***

***COMING SOON IN OUR
SUMMER ISSUE ...***

***Help to Maintain a Global
Career!***

"Never under estimate the power of networking. Every person knows about 250 people; each of them knows 250 more! You never know when you will get THE tip that ultimately leadsto a job!"

-- FLO Employment Program Specialist